

Program Management (*Entry*) Level I

Type of Assignment	Representative Activities
Weapon Systems	Participate in an IPT delivering a weapon, C2/network centric, or space system; perform financial and status reporting and basic logistic activities; support pre-award contract activities and workload planning & scheduling
Services	Assist in acquisition planning, assessing risk (technical, cost & schedule), and contract tracking and performance evaluation.
Business Mgt Systems/IT	Participate in a business process IPT, fundamentals of enterprise integration (EI) and outcome-based performance measures.
International	None at Level I

Core Certification Standards ¹

Acquisition Training ²	<ul style="list-style-type: none"> ACQ 101: <i>Fundamentals of Systems Acquisition Management</i>
Functional Training ²	<ul style="list-style-type: none"> SYS 101: <i>Fundamentals of Systems Planning, Research Development and Engineering</i> (Required for certification on 4/1/08) CLB 007: <i>Cost Analysis</i> (Required for certification on 4/1/08) CLB 016: <i>Introduction To Earned Value Management</i> (Required for certification on 4/1/08)
Education	Formal education not required for certification.
Experience	<ul style="list-style-type: none"> 1 year acquisition experience for Level I certification

Core Plus Development Guide ³

Type Assignment

Training ²	Weapon Systems	Services	Business Mgmt, IT	International
BCF 103: <i>Fundamentals of Business Financial Management</i>	X	X	X	
IRM 101: <i>Basic Information System Acquisition</i>	X	X	X	
LOG 101: <i>Acquisition Logistics Fundamentals</i>	X	X		
PQM 101: <i>Production Quality and Manufacturing Fundamentals</i>	X	X		
SAM 101: <i>Basic Software Acquisition Management</i>	X		X	
TST 101: <i>Introduction to Acquisition Workforce Test & Evaluation</i>	X			
CLE 025: <i>Information Assurance for Acquisition Professionals</i>	X	X	X	
CLL 008: <i>Designing for Supportability in DoD Systems</i>	X	X		
CLL 011: <i>Performance Based Logistics</i>	X	X		
CLM 011: <i>Contracting for the Rest of Us</i>	X	X	X	
CLM 017: <i>Risk Management</i>	X	X	X	
CLM 022: <i>Introduction to Interoperability</i>	X	X	X	
CLM 029: <i>Net Ready Key Performance Parameter</i>	X		X	

Education

Baccalaureate degree, preferably with a major in engineering, systems management, or business administration.

Experience

1 additional year acquisition experience

¹ These Standards list the training, education and experience required for certification at this level.

² A "R" following a course title indicates the course is delivered as resident based instruction.

³ When preparing your IDP, you and your supervisor should consider the training, education and experience listed in this Core Plus Developmental Guide if not already completed.

Program Management (*Intermediate*) Level II

Type of Assignment	Representative Activities
Weapon Systems	Structure & guide systems engineering activities, establish a risk/opportunity program, structure and conduct technical reviews, work with contracting personnel, maintain configuration control and lead IPTs in support of developing and delivering a weapon, C2/network centric, or space system.
Services	Structure incentives tied to desired outcomes for service contracts, prepare plans for mitigating risks, provide contract tracking and oversight, and perform most acquisition planning tasks as established in Attach 1 to AT&L Services Memo of 10/2/06.
Business Mgt Systems/IT	Lead IPTs, identify and manage enterprise-level business systems and issues, apply performance measures within the acquisition community and program office context that directly impact systems under development.
International Acquisition	Participate in successful cooperative development or production partnership during pre-system acquisition or system acquisition with allied & friendly foreign nations. Another type of assignments also applies.

Core Certification Standards ¹

Acquisition Training ²	<ul style="list-style-type: none"> ACQ 201A: <i>Intermediate Systems Acquisition Management, Part A</i> ACQ 201B: <i>Intermediate Systems Acquisition Management, Part B</i> R
Functional Training ²	<ul style="list-style-type: none"> PMT 250: <i>Program Management Tools Course</i> CON 110: <i>Mission Planning Support</i> (Required for certification on 4/1/08) SAM 101: <i>Basic Software Acquisition Management</i> (Required for certification on 4/1/08)
Education	Formal education not required for certification.
Experience	<ul style="list-style-type: none"> 2 years acquisition experience required for Level II Certification; at least 1 year of this experience must be in program management

Core Plus Development Guide ³

Type Assignment

Training ²	Weapon Systems	Services	Business Mgmt, IT	International
BCF 102: <i>Fundamentals of Earned Value Management System</i>	X	X	X	
ACQ 265: <i>Mission Focused Services Acquisition</i> R		X		
BCF 215: <i>Operating & Support Cost Analysis</i> R	X	X	X	
LOG 102: <i>Systems Sustainment Management Fundamentals</i>	X	X		
PMT 202: <i>Multinational Program Mgt Course</i> R				X
PMT 203: <i>International Security & Technology Transfer/Control</i> R				X
PQM 101: <i>Production Quality and Manufacturing Fundamentals</i>	X	X		
SAM 201: <i>Intermediate Software Acquisition Management</i> R	X		X	
CLE 004: <i>Introduction to Lean Enterprise Concepts</i>	X	X	X	
CLE 006: <i>Enterprise Integration Overview</i>			X	
CLE 022: <i>Program Manager Introduction to Anti-tamper</i>	X			
CLI 001: <i>International Armaments Cooperation (IAC) Part 1</i>				X
CLI 002: <i>International Armaments Cooperation (IAC) Part 2</i>				X
CLI 003: <i>International Armaments Cooperation (IAC) Part 3</i>				X
CLI 004: <i>Information Exchange Program DoD Generic for RDT&E</i>				X
CLL 002: <i>DLA Support to Program Manager</i>	X	X		
CLL 006: <i>Depot Maintenance Partnering</i>	X	X		
CLM 025: <i>COTS for PMs</i>	X	X	X	
CLM 031: <i>Improved Statement of Work</i>	X	X		
CLM 036: <i>Fundamentals of Technology Transfer and Export Control</i>				X

Education

Master's degree, preferably with a major in engineering, systems management, business administration, or a related field.

Experience

Two years acquisition experience with at least one year in a program management position with cost, schedule, and performance responsibilities.

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³ When preparing your IDP, you and your supervisor should consider the training, education and experience listed in this and the lower level Core Plus Developmental Guides if not already completed.

Program Management (*Advanced*) Level III

Type of Assignment	Representative Activities
Weapon Systems	Leads and provides oversight of IPTs delivering a weapon, C2/network centric, or space system; leads tasks supporting pre-award contracts, financial management, risk management, systems engineering, total ownership cost determination, contract coordination & communications.
Services	Organize and lead DoD professional, admin & mgmt support service contracting as relates to developing clearly stated & actionable requirements packages, coordinate with local Procurement Contracting Officers and ensure opportunities for socio-economic business concerns. Perform Acquisition Strategy Requirements actions noted in Attachment 1 to AT&L Services Memo of 10/2/06.
Business Mgt Systems/IT	Oversee transformation integration, planning and performance, and investment management as applies to the acquisition community, program office(s), & system(s) under development.
International Acquisition	Plan and supervise groundwork for future cooperation during pre-system acquisition or participation in successful cooperative development or production partnerships during system acquisition with allied & friendly foreign nations. Participate in successful cooperative development or production partnership during pre-system acquisition or system acquisition with allied & friendly foreign nations. Another type of assignment also applies.

Core Certification Standards ¹

Acquisition Training ²	None Required
Functional Training ²	<ul style="list-style-type: none"> PMT 352A: Program Management Office Course PMT 352B: Program Management Office Course R SYS 202: Intermediate System Planning, Research, Development, & Engineering (Required for certification on 4/1/08)
Education	Formal education not required for certification.
Experience	<ul style="list-style-type: none"> 4 years acquisition experience with at least: <ul style="list-style-type: none"> 2 years in a program office/similar organization (dedicated matrix support to a PM, PEO, DCMA Program Integrator, or Supervisor of Shipbuilding) 1 year in a program management position with cost, schedule, and performance responsibilities

Unique Position Training Standards ³

PEOs; PM/DPM of MDAP/MAIS; PM/DPM of Significant Non Major Programs	PMT 401: <i>Program Mgr's Course CR</i> and PMT 402: <i>Executive Program Mgr's Course CR</i> ; OR PMT 302: <i>Advanced PM Course</i> and PMT 402: <i>Executive Program Mgr's Course CR</i>
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Core Plus Development Guide ⁴

Type Assignment

Training ²	Weapon Systems	Services	Business Mgmt, IT	International
ACQ 452: <i>Forging Stakeholder Relationships</i> R	X	X	X	
BCF 207: <i>Economic Analysis</i> R	X	X	X	
BCF 209: <i>Acquisition Reporting for Major Defense Acquisition Programs</i> R	X		X	
IRM 201: <i>Intermediate Information Systems Acquisition</i> R	X	X	X	
LOG 200: <i>Intermediate Acquisition Logistics, Part A</i>	X	X		
LOG 201: <i>Intermediate Acquisition Logistics, Part B R</i>	X	X		
LOG 204: <i>Configuration Management</i>	X		X	
LOG 235: <i>Performance Based Logistics, Part A</i>	X	X		
LOG 236: <i>Performance Based Logistics, Part B R</i>	X	X		
PMT 304: <i>Advanced International Management Workshop</i> R				X
PMT 403: <i>Program Manager's Skills</i> (ACAT III only) R	X	X	X	
POM 201A: <i>Intermediate Production, Quality & Manufacturing, Part A</i>	X			
SAM 301: <i>Advanced Software Management</i> R	X	X	X	
SYS 203: <i>Intermediate SPRDE Part B R</i>	X			
TST 202: <i>Intermediate Test & Evaluation</i> R	X			
CLC 032: <i>Understanding & Utilizing Performance Based Payments</i>	X	X		
CLE 008: <i>Six Sigma: Concepts and Processes</i>	X	X	X	
CLL 201: <i>Diminishing Mfg Sources & Material Shortages Fundamentals</i>	X	X	X	

Education

At least 24 semester hours from among accounting, business finance, law, contracts, purchasing, economics, industrial management, marketing, quantitative methods, and organization and management (DANTES equivalency may be substituted).

Experience

Two additional years of acquisition experience.

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² A "R" following a course title indicates the course is delivered as resident based instruction.

³ Workforce members assigned to the position(s) identified must meet the training standard(s) identified within six (6) months of assignment.

⁴ When preparing your IDP, you and your supervisor should consider the training, education and experience listed in this and the lower level Core Plus Developmental Guides if not already completed.